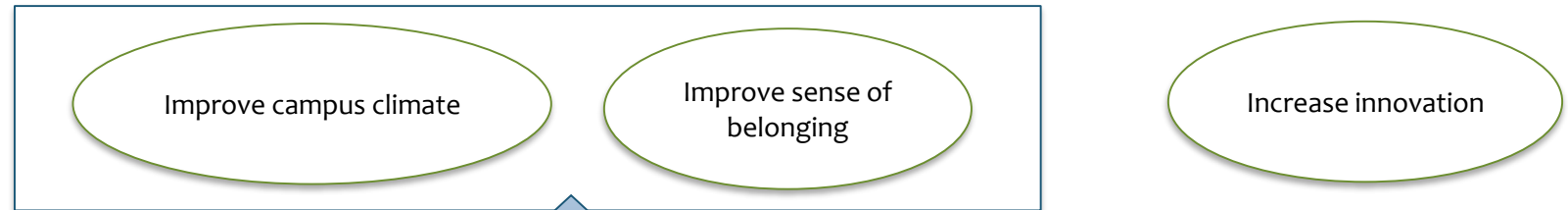


# Inclusive Culture

Institutional culture values diversity in many forms, resulting in an intersectional identity for students, faculty, staff, and community. University supports the campus community, resulting in meaningful engagement and a positive campus climate. Development and advancement is achieved through institutional programming focusing on diversity, equity, and inclusion.

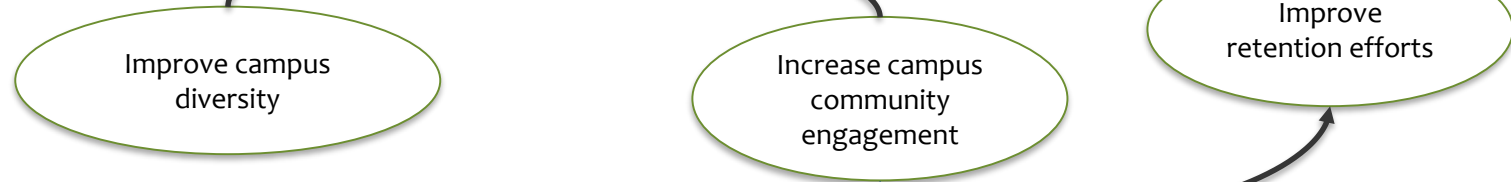
Students & Stakeholders



Resource Stewardship



University Process



Organizational Capacity



# Inclusive Culture

## Objectives, Descriptions, and Intended Results

<i>Perspective</i>	<i>Strategic Objective</i>	<i>Description</i>	<i>Intended Results</i>
Students and Stakeholders	Improve campus climate	Increase internal / external community interaction that in turn increases sense of shared community and improves morale.	<ul style="list-style-type: none"> <li>Highly attended gatherings by students, staff and faculty.</li> <li>Constituents have Work-life balance</li> <li>Visible enthusiasm/school spirit</li> </ul>
Students and Stakeholders	Improve sense of belonging	Sense of belonging is a belief that the person has an important role and is a valued part of the university community. People who feel they belong to UHCL know the value of UHCL. Sense of belonging may be affected by the other roles the person has outside of UHCL.	<ul style="list-style-type: none"> <li>Constituents feel they belong to UHCL</li> <li>Intention to stay (or stay involved) at UHCL</li> <li>Constituents participate in supporting university</li> </ul>
Students and Stakeholders	Increase innovation	Diverse perspectives and more innovative teams.	<ul style="list-style-type: none"> <li>Increased grant funding</li> <li>UHCL recognized for innovation</li> </ul>
Resource Stewardship	Increase resources for development opportunities	Establish university funding sources for staff and faculty participation in professional conferences and certification programs.	<ul style="list-style-type: none"> <li>Collectively increased knowledge, skills, and abilities.</li> <li>Constituents have substantial funding for developmental activities</li> </ul>
Resource Stewardship	Increase funding for diversity	Increased funding for diversity means that UHCL would need to provide additional resources for programming that promotes and enhances diversity, equity, and inclusion. Funding may include but is not limited to new hiring practices, childcare, national speakers, and marketing campaigns. To accomplish this, UHCL may have to realign funding priorities.	<ul style="list-style-type: none"> <li>Attract more constituents (students, faculty, staff) of diverse backgrounds</li> <li>Reduce demographic gaps in populations</li> </ul> <p><b>BSI Note: Outcome here should be about increased funding. The allocation of funding for diversity activities should be reflected as an objective in the University Process perspective</b></p>

# Inclusive Culture

## Objectives, Descriptions, and Intended Results

<i>Perspective</i>	<i>Strategic Objective</i>	<i>Description</i>	<i>Intended Results</i>
<b>University Process</b>	<b>Improve campus diversity</b>	Increase diverse students, faculty, and staff recruitment efforts locally and regionally.	<ul style="list-style-type: none"> <li>• Faculty and staff represent the make-up of the student body.</li> <li>• Faculty, staff, and students feel represented and supported in their diversity.</li> </ul>
<b>University Process</b>	<b>Increase retention efforts</b>	Increase enrollment and retention, improve career paths for staff and promotion and tenure process for faculty.	<ul style="list-style-type: none"> <li>• Students will be retained at the university</li> <li>• Decreased turnover of faculty and staff.</li> </ul>
<b>University Process</b>	<b>Increase campus community engagement</b>	Collaborative campus programming that not only draws on and amplifies the expertise of diverse campus voices, but also encourages cross-campus understanding, conversation, and civic engagement.	<ul style="list-style-type: none"> <li>• Programming is collaborative across the university</li> <li>• Constituents are aware of, attend, and participate in university events</li> </ul>
<b>Organizational Capacity</b>	<b>Increase value of diversity</b>	Improve the understanding and affirm the importance of diversity which should lead to a greater value on equity and inclusion. Provide training for faculty, staff and students on the importance of diversity and inclusion. Which can include the topic of implicit biases.	<ul style="list-style-type: none"> <li>• University constituents value of diversity, equity and inclusion</li> <li>• High level of knowledge about topics related to diversity</li> </ul>
<b>Organizational Capacity</b>	<b>Increase development opportunities</b>	Improve diversity of institutional programming.	<ul style="list-style-type: none"> <li>• People attend development activities</li> <li>• People are positive toward developmental opportunities</li> </ul>

# Inclusive Culture

## Post – it Notes from SMT Foundations Workshop that Support Theme

- Diverse and inclusive practices / activities impact
- Diverse Faculty & Staff
- Diverse Students
- Diversity
- Diversity & Inclusion
- Diversity, Equity & Inclusion – International Students
- Embracing & Representing Diversity
- Employee Empowerment
- Equality for all Learners
- Future Identity of Hispanic Serving Institute
- Greater Impact
- Grow our Own Diverse Faculty
- Human Capital/Culture (Staff & Faculty Development)
- Inclusive Culture
- Scarce supply of diverse faculty pool
- Staff Equity & Support
- Students' Socio-Economic Background
- Transformative Student Experience – Experiential
- Transformative Student Experience - Life Long Learning